

EEO PUBLIC FILE REPORT

For the reporting period of 10/01/2023 through 9/30/2024

The SEU has a total of 27 F/T Employees in Reporting Year 1 of 2

This report covers the following station employment unit (SEU):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Salem Media of Oregon, Inc.	KDZR (AM)	Lake Oswego, OR	86618	N/A
Salem Communications Holding Corporation	KFIS-FM	Scappoose, OR	50553	N/A
Salem Media of Oregon, Inc.	KPAM (AM)	Troutdale, OR	29553	N/A
Salem Media of Oregon, Inc.	KPDQ (AM)	Portland, OR	58628	N/A
Salem Media of Oregon, Inc.	KPDQ-FM	Portland, OR	58629	N/A
Salem Media of Oregon, Inc.	KRYP-FM	Gladstone, OR	82062	N/A

I. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source (“RS”) that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS’s Contacted to Fill Vacancy
1.	Reception/Sales Assistant	Unsolicited Resumes/Walk-in	04/11/24	12
2.	Media Strategist	In-house promotion	04/21/24	13

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There was a total of 9 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1.	Christianjobs.com Job Bank		Karen.Davenport@salemmedia.com www.christianjobs.com	0
2.	Handshake		https://app.joinhandshake.com/emp	0
3.	Oregon Association of Broadcasters (OAB) Job Bank		theoab.org/careers/job-industry/radio/	0
4.	Radio Notas		radionotas.com/empleos/#s=1	0
5.	Radio Online		www.radio-online.com/	0

6.	WorkSource Job Bank	*	www.employment.oregon.gov	0
7.	Zip Recruiter		www.ziprecruiter.com	2
8.	Salem Media Group, Inc (includes Indeed.com, Career builder, Facebook, LinkedIn, Appcast & Twitter, Career Builder, Monster.com)		Karen.Davenport@salemmedia.com www.salemmedia.com	5
OTHER SOURCES OF INTERVIEWEES				
No.	Description of Other Sources			Number of Interviewees
9.	Radio Websites & Social Media KDZR (AM), KFIS-FM, KPAM (AM), KPDQ (AM), KPDQ-FM, KRYP-FM			0
10.	Radio Advertisements KFIS-FM, KPAM (AM), KPDQ (AM), KPDQ-FM, KRYP-FM			0
11.	Unsolicited Resumes/Contact/Walk-in			1
12.	In-house Postings: Internal Interviews / Current Salem Media Group Employees Transfer / Promotion			1
13.	Glassdoor			0
14.	Formal Employee (Rehire)			0
Referral Total Number of Interviewees				9

III. **OUTREACH INITIATIVES**

The following outreach initiatives were completed by the SEU during the reporting period:

A. **Job Banks and Internet Programs:**

The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage women and minorities to consider future employment in broadcasting. In addition, all job openings have been posted on web sites to ensure broad internet recruitment. In the reporting period, the following web sites have been used:

1. Oregon Association of Broadcasters Job Bank, www.theoab.org/careers/job-industry/radio/
2. Handshake <https://app.joinhandshake.com/emp>
3. Zip Recruiter www.ziprecruiter.com

B. **Staff Training Program:**

The SEU's General Manager conducts weekly training with the SEU's Regional Multimedia Sales Manager, specifically designed to educate him about the radio industry and the responsibilities of a station manager so that the employee can gain skills to qualify for advancement into a higher position. Many of the SEU's support staff are also

cross-trained in other positions to acquire skills that could qualify them for job advancement or promotion to a higher-level position of responsibility.

C. Management EEO Training:

The Salem Director of Human Resources conducts monthly HR Network Training Sessions via teleconference and PowerPoint presentations, which include a review of EEO policies and compliance. The SEU's Business Manager participates in these monthly training sessions and then routinely communicates with the SEU's General Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.

D. Additional Activities:

The SEU's general manager regularly grants informational interviews to people interested in working in broadcasting. During the reporting period, there were two such interviews. One inquired about on-air talent requirements, and the other was interested in future opportunities in the broadcast industry. The GM always covers all aspects of the business, including sales, on-air, board operations, traffic, promotions, and support.